



Book Series

## *Research in Careers*

Series Editors

Sherry E. Sullivan, *Bowling Green State University*; S. Gayle Baugh, *University of West Florida*

This five volume series is directed toward the ways in which individuals develop and enact their career in the context of increasing options for career self-definition also recognizing the increasing constraints affecting how careers unfold.

The first volume will examine how individuals pursue their career and keep their career vital over the course of their life. The volume will concentrate on research and theoretical perspectives emphasizing career growth, career renewal, and career change in the context of complex and oftentimes limiting external circumstances. Additional volumes for the series will concentrate on seeking challenge in one's work life, managing work/life balance, searching for authenticity in one's work, and threats and opportunities in the current context of career development.

Each chapter in the series is subject to a blind-peer review process and offers readers ideas based upon cutting edge theory and research.

### **Books in this series:**

- Seeking Challenge in the Career
- Striving for Balance
- Searching for Authenticity
- Maintaining Focus, Energy, and Options Over the Career

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## Seeking Challenge in the Career

S. Gayle Baugh, University of West Florida; Sherry E. Sullivan, Bowling Green State University

2018. Paperback 9781641131896 \$45.99. Hardcover 9781641131902 \$85.99. eBook 9781641131919 \$65.

The Research in Careers series is designed in five volumes to provide scholars a unique forum to examine careers issues in today's changing, global workplace. What makes this series unique is that the volumes are connected by the use of Mainiero and Sullivan's (2006) Kaleidoscope Career Model (KCM) as the organizing framework and the theme underlying the volumes.

In Volume 4 of the Research in Careers series, the authors explore the influence of challenge on career development and career outcomes. The contributors investigate career challenge in different national contexts (e.g., India) and in different career fields (e.g., entrepreneurship, nursing) and for different groups (nurses, Millennials). The outcomes studied include career satisfaction, leadership skills, and occupational expertise. Finally, negative effects of challenge are suggested.

**CONTENTS:** Introduction to the Research in Careers series. Introduction to Volume 4: Seeking Challenge. Career Challenge: Utilizing Networking to Develop Abilities as a Leader, *Shelly McCallum-Ferguson and Monica L. Forret*. The Paradox of Challenge: How Nurses Use Professional Virtual Communities to Navigate Their Career, *Anita Blanchard, Oscar Jerome Stewart, and Melissa Medaugh*. An Entrepreneurial Career as a Response to the Need for Challenge: The Case of Gourmet Chefs, *Magdalena Markowska*. Career Challenge and Kaleidoscope Careers in India, *Anishya Obhrai Madan and Ajay K. Jain*. Applying the Kaleidoscope Career Model to Explore How Millennials View Challenge: A Qualitative Study and Recommendations for Future Research, *Shawn M. Carraher and Sherry E. Sullivan*. In Search of Challenge: Flow at Work and the Development of Occupational Expertise, *Georgios Bozionelos, Nikos Bozionelos, Beatrice I. J. M. Van der Heijden, and Izabela Marzec*. Challenge: When Is It Too Much of a Good Thing? *Veronica M. Godshalk and Barrie E. Litzky*. About the Contributors.



## Striving for Balance

S. Gayle Baugh, University of West Florida; Sherry E. Sullivan, Bowling Green State University

2016. Paperback 9781681233048 \$45.99. Hardcover 9781681233055 \$85.99. eBook 9781681233062 \$65.

The Research in Careers series is designed in five volumes to provide scholars a unique forum to examine careers issues in today's changing, global workplace. What makes this series unique is that the volumes are connected by the use of Mainiero and Sullivan's (2006) Kaleidoscope Career Model (KCM) as the organizing framework and the theme underlying the volumes. In this volume, *Striving for Balance*, we consider how individuals seek a healthy alignment between work and nonwork. In addition to building upon the established literature on work/family conflict, the chapters in this volume also examine the reciprocal positive influences between work and nonwork, considering such issues as balancing work with commitments to others, including spouse/partner, children, elderly relatives, friends, and the community.

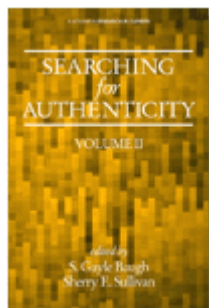
Chapters 1 and 2 of this volume focus on macro-issues surrounding work/nonwork balance, specifically studying the effectiveness of organizational policies. In Chapter 1, Westring, Kossek, Pichler and Ryan explore if there is a gap between an organization's adoption of work/nonwork policies and its offering of a supportive environment for the employees' use of such policies. In Chapter 2, Purohit, Simmers, Sullivan and Baugh draw from social exchange theory and the compensation literature to examine how employees' satisfaction with their organization's discretionary (i.e., not legally required) support initiatives influences their work-related attitudes and personal well-being.

Chapters 3 and 4 examine balance from a micro perspective, focusing on generational differences in balance as well as how individuals' reactions to work-nonwork conflicts influence career outcomes. In Chapter 3, Stawiski, Gentry and Baranik study balance using the lens of generational differences, exploring the relationship between work-life balance and promotability for members of the Baby Boom generation and Gen X. In Chapter 4, Boyd, Keeney, Sinha and Ryan discuss

their qualitative analysis of how 1,359 university alumni's reactions to work-life conflict events shaped their career choices, including entry, participation, and attrition decisions. Their approach offers a different lens to examine work-life conflict.

Chapters 5 and 6 provide two perspectives on where scholars should focus their future research efforts in studying work/nonwork balance. In Chapter 5, van Emmerik, Bakker, Westman and Peeters provide a conceptual examination of the processes that affect work-family conflict, family-work conflict, and the overall resulting work/nonwork balance or imbalance. In Chapter 6, Bataille offers a multi-dimensional definition of work-family balance and develops a framework, which recognizes the dominant dimensions of work-family balance.

**CONTENTS:** Introduction to Research in Careers Series. Introduction to Volume. Beyond Policy Adoption: Factors Influencing Organizational Support for Reduced-Load Work Arrangements, *Alyssa Friede Westring, Ellen Ernst Kossek, Shaun Pichler, and Ann Marie Ryan*. Do Organizational Efforts to Help Employees Achieve Balance Matter? An Empirical Study of Organizational Support Initiatives on Worker Attitudes, *Yasmin S. Purohit, Claire A. Simmers, Sherry E. Sullivan, and S. Gayle Baugh*. Can Managers of Every Generation Have It All? Examining The Relationship Between Work-Life Balance and Promotability for Baby Boomers and Generation X, *Sarah A. Stawiski, William A. Gentry, and Lisa E. Baranik*. A Qualitative Exploration of Reactions to Work-Life Conflict Events, *Elizabeth M. Boyd, Jessica Keeney, Ruchi Sinha, and Ann Marie Ryan*. Spillover and Crossover Processes: Consequences for Work-Life Balance, *Hetty van Emmerik, Arnold B. Bakker, Mina Westman, and Maria C. W. Peeters*. Beyond Conflict and Enrichment: A Review, Reconceptualization and Research Agenda for Studying Work-Family Balance, *Christine D. Bataille*. About the Authors.



## Searching for Authenticity

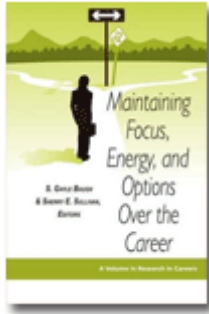
S. Gayle Baugh, University of West Florida; Sherry E. Sullivan, Bowling Green State University

2015. Paperback 9781623969820 \$45.99. Hardcover 9781623969837 \$85.99. eBook 9781623969844 \$65.

Volume 2 of the Research in Careers series focuses on the search for authenticity in one's career. Although there has been growing interest in the topic within the popular press, relatively little academic research has been completed on authenticity and careers. Researchers are still refining the concept of authenticity and are just beginning to investigate how it influences the enactment of careers in today's turbulent career landscape. This volume offers the first organized effort on the topic.

This volume contains seven chapters which examine the search for authenticity derived from the Kaleidoscope Career Model (Mainiero & Sullivan, 2006). Chapters 1 and 2 present a review of the literature and an in-depth analysis of the construct of authenticity. Chapter 1 offers a new lens to view career authenticity based on two dimensions of self-awareness and adaptability. Chapter 2 uses two case studies to define how individuals are authentic in their career. Chapters 3 and 4 examine the authenticity of individuals in different career stages, with Chapter 3 examining recent college graduates and Chapter 4 examining mid to late stage careerists. Chapters 5, 6 and 7 focus on the interplay between social interactions and career authenticity. Chapter 5 offers a process model that traces how, through negotiation, a person's identities shape and are shaped by relationships with others, leading to the enactment of an authentic career. Chapter 6 explores how individuals remain authentic in their career while negotiating the conflicting expectations of multiple interest groups. Chapter 7 examines the complex relationships among career authenticity, political behaviors, and strain.

**CONTENTS:** Introduction to the Research in Careers Series. Introduction to the Volume. Exploring Authenticity in Careers: Implications for Research and Practice, *Douglas T. Hall and Jina Mao*. Career Authenticity: On Being True to Oneself at Work, *Hannes Leroy, Marijke Verbruggen, Anneleen Forrier, and Luc Sels*. Exploring Issues of Underemployment and Authenticity in Early Career, *John Blenkinsopp, Tracy Scurry, and Amanda Hay*. Toward Authenticity or Defeat: The Jolting Effect of Layoff, *Suzanne C. de Janasz and Amy L. Kenworthy*. Enacting Authentic Careers: An Identity Salience and Social Network Approach, *Wendy Marcinkus Murphy and Elizabeth Hamilton Volpe*. Authenticity and Career Reputations: The Development of a Conceptual Model and Recommendations for Future Research, *Sherry E. Sullivan and S. Gayle Baugh*. Selling Your Soul to the Devil: Political Behavior, the Pursuit (or Discard) of Authenticity, and Career Success, *Yongmei Liu, Pamela L. Perrewé, and Mar Magnusen*. About the Editors. About the Contributors.



## Maintaining Focus, Energy, and Options Over the Career

S. Gayle Baugh, University of West Florida; Sherry E. Sullivan, Bowling Green State University

2009. Paperback 978-1-59311-957-7 \$45.99. Hardcover 978-1-59311-958-4 \$85.99. eBook 9781607522478 \$65.

The first volume of the series, *Maintaining Focus, Energy, and Options Over the Career*, examines how individuals enact and keep their career vital over their work life. Awarding-winning, internationally renowned researchers, including Daniel Feldman, Jennifer Deal, Phyllis Tharenou, and Terry Beehr examine the dynamic nature of contemporary careers and how careers change as individuals change in response to such factors as aging, learning, experience or contextual changes. Volume 1 includes theoretical perspectives on maintaining person-environment “fit” over the course of the career, the shifting constellation of developmental relationships over time and place, a new framework for examining midcareer renewal, a reconceptualization of the retirement transition, and potential gender differences in self-initiated international careers. Empirical studies in volume 1 examine provocative questions including: Is the traditional career really dead? Are there significant generational differences in learning and development? Can career plateauing be positive for the individual or the organization? The focus throughout this volume is on how careers unfold over time and how individuals remain productive and successful as they navigate career changes.

**CONTENTS:** Introduction to the Series. Introduction to the Volume. The Aging Process and Person-Environment Fit, Daniel C. Feldman and Ryan M. Vogel. Developmental Relationships and the New Workplace Realities: A Life Span Perspective on Career Development Through Mentoring, S. Gayle Baugh and Sherry E. Sullivan. Generational Differences in Attitudes, Beliefs, and Preferences About Development and Learning at Work, William A. Gentry, Tracy L. Griggs, Jennifer J. Deal, and Scott P. Mondore. Career Plateauing in Older Workers: Contextual and Psychological Drivers, Dianne Bown-Wilson and Emma Parry. Midcareer Renewal: A Research Agenda for the Twenty-First Century, Sally J. Power. Bridge Employment and Retirement: Issues and Opportunities During the Latter Part of One’s Career, Mo Wang, Gary A. Adams, Terry Beehr, and Kenneth S. Shultz. Mapping the Career Journey of Accountants in Australia, Theresa Smith-Ruig. Self-Initiated International Careers: Gender Differences and Career Outcomes, Phyllis Tharenou.



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